

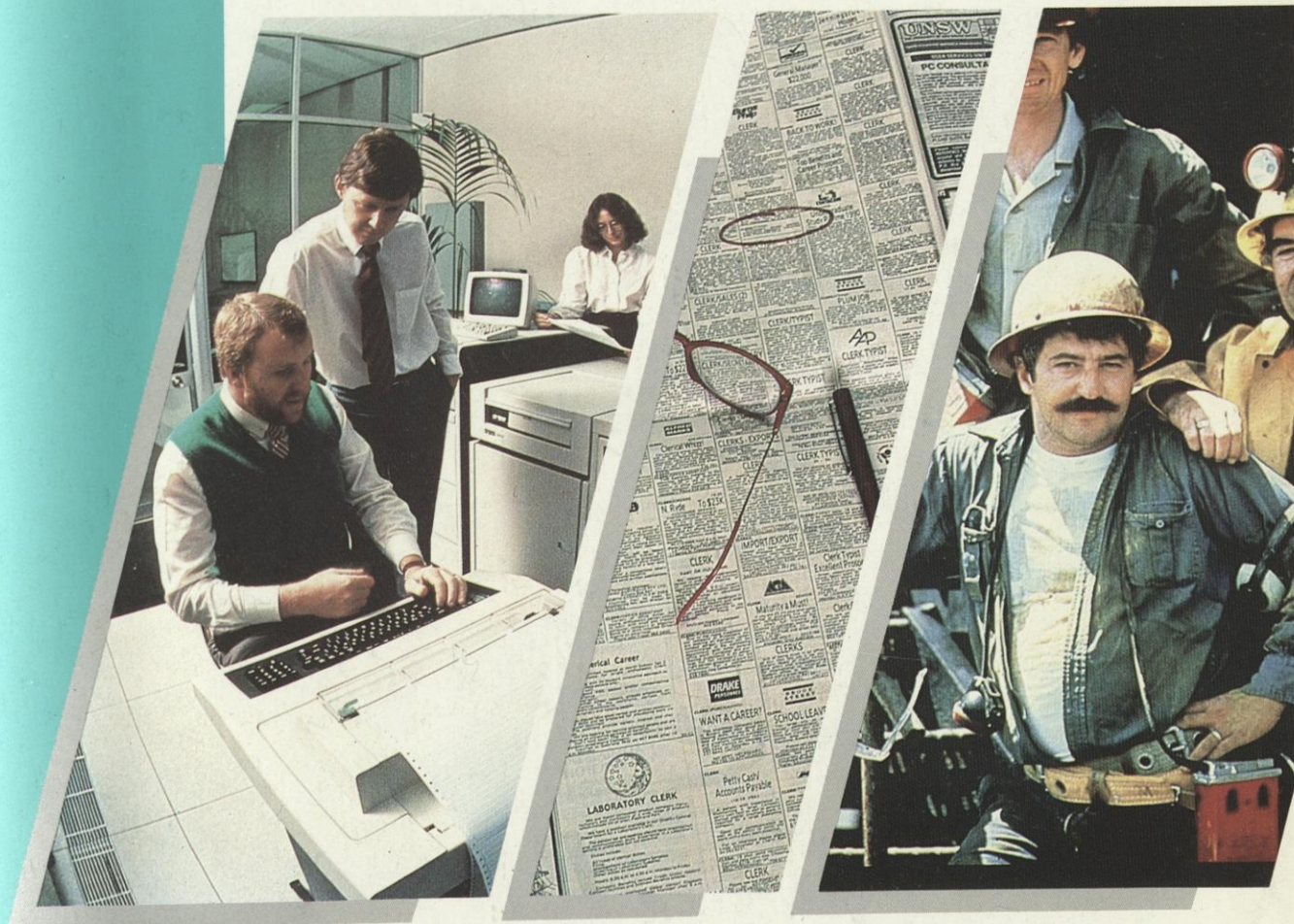
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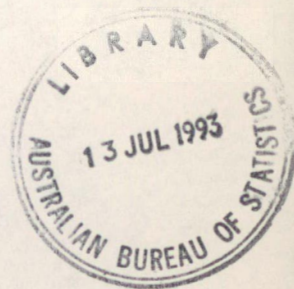
1992

INDUSTRIAL DISPUTES AUSTRALIA



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**INDUSTRIAL DISPUTES
AUSTRALIA
1992**



IAN CASTLES
Australian Statistician

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INQUIRIES

- for further information about statistics in this publication and the availability of related unpublished statistics, contact Laura Smith on Canberra (06) 252 6561 or any ABS State office.
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SUMMARY OF FINDINGS

Disputes in progress during 1992

There were 728 disputes in progress in 1992. This is a sharp decrease from 1991 when 1,036 were reported. This continued the trend of annual decreases in the number of disputes since 1984 and is the lowest number of disputes in progress for a calendar year since 1942 (602).

All States, except the Northern Territory, reported a decrease in the number of disputes in progress compared to 1991. New South Wales recorded the largest decrease, from 439 in 1991 to 279 in 1992. This State still accounted for the most disputes - 38 per cent of all disputes in 1992. Victoria (114) and South Australia (32) reported the lowest number of disputes in progress for a calendar year since 1961 and 1962 respectively.

The number of employees involved (directly and indirectly) decreased from 1,181,600 in 1991 to 871,500 in 1992. Victoria reported 598,800 employees involved in industrial disputes, the highest of all the States and Territories. This represents 69 per cent of all employees involved. The large number of employees involved in Victoria was primarily the result of two large disputes in November 1992 involving approximately 535,000 employees.

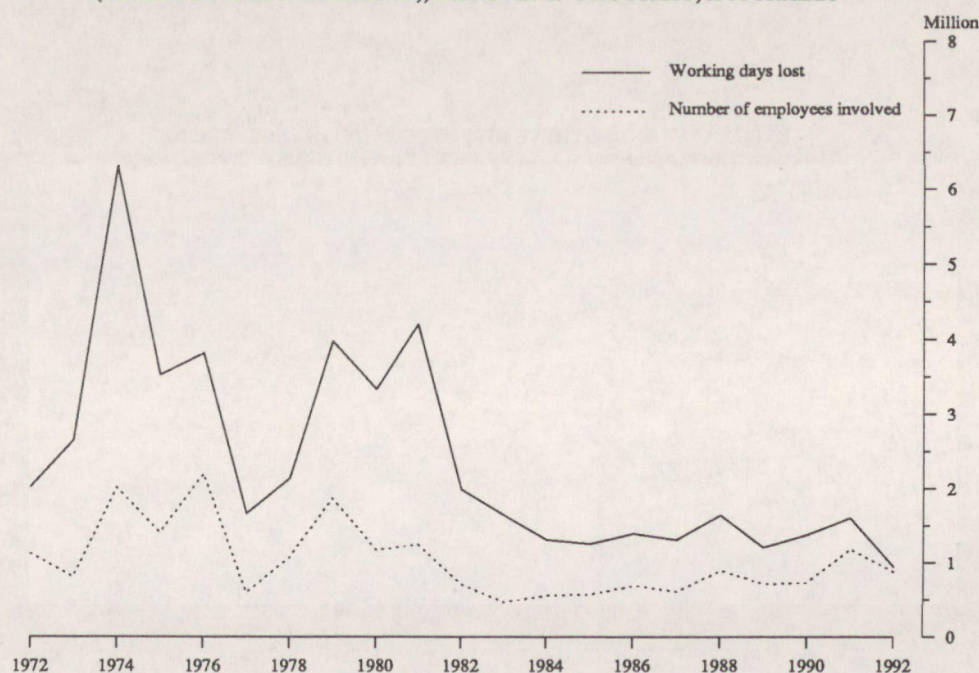
Working days lost

The number of working days lost decreased considerably, falling from 1,610,600 in 1991 to 941,200 in 1992 (see diagram 1), and is the lowest calendar year figure since 1967. Victoria reported 586,400 working days lost, the highest of all the States and 62 per cent of all time lost in 1992. This is the highest annual figure for Victoria since 1981 (1,235,500).

New South Wales reported a decrease of 84 per cent in working days lost, from 1,106,300 in 1991 to 174,300 in 1992. This is the lowest calendar year figure for this State since 1933 (53,100).

In Tasmania there was an increase in working days lost from 4,400 in 1991 to 43,000 in 1992, which is the highest figure for Tasmania since 1984 (50,500). The main contributor to this increase in 1992 was the Paper, paper products, printing and publishing manufacturing industry which reported 36,700 working days lost. Queensland, South Australia and Western Australia all reported significant decreases in working days lost in 1992 compared to the previous year.

DIAGRAM 1. WORKING DAYS LOST AND NUMBER OF EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY), DISPUTES IN PROGRESS, AUSTRALIA



Source: Table 1

The Manufacturing industry reported 276,100 working days lost during 1992. Of these, Manufacturing industry in Victoria lost 155,900 working days.

There were 238,900 working days lost reported by the Community Services industry in 1992 and 127,600 days lost in the Mining industry during the same period.

Working days lost per thousand employees

There were 158 working days lost per thousand employees in 1992, a decrease from 265 in 1991 and the lowest annual figure since this series was first recorded in 1967.

There were high rates recorded in Victoria (369) and Tasmania (285). These are the highest number of working days lost per thousand employees for Victoria since 1981 (863) and Tasmania since 1984 (350).

In contrast, New South Wales recorded a sharp decrease in working days lost per thousand employees, from 528 in 1991 to 85 in 1992. The 1992 rate is the lowest for this State since the series was first recorded in 1967.

At the industry level (refer tables 2 and 5), the highest number of working days lost per thousand employees occurred in the Coal mining industry (2,970). This is a decrease from 4,507 in 1991 and the lowest rate for this industry since 1972 (2,909).

In 1992 the Coal mining industry reported 3,601 working days lost per thousand employees in New South Wales and 3,088 in Queensland.

There were 275 working days lost per thousand employees in the Other manufacturing industry category. Most working days lost per thousand employees in this industry occurred in Tasmania (2,212).

The Mining industry (other than coal) in Western Australia recorded a high rate of working days lost per thousand employees (2,091).

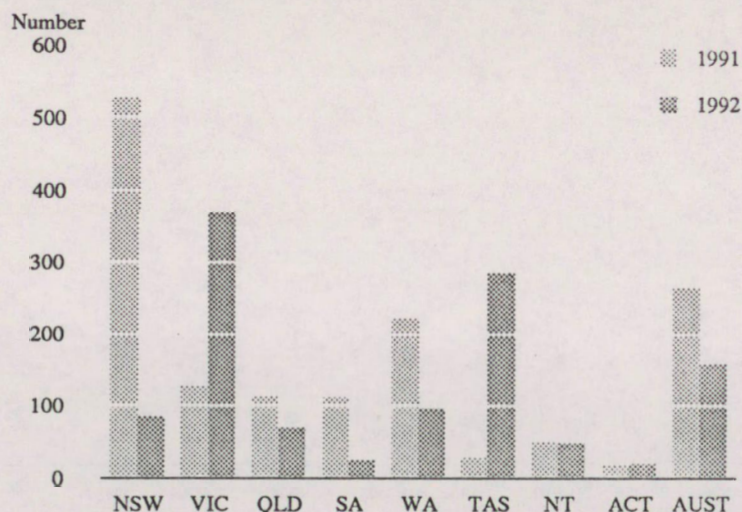
Disputes which ended during 1992

There were 726 disputes which ended during 1992. These disputes involved 872,300 employees and resulted in the loss of 943,000 working days. This is a decrease of 42 per cent in working days lost from disputes which ended in 1991, when 1,623,100 working days were reported lost.

Cause of dispute

Managerial policy (including award restructuring) was the major reported cause of disputes in 1992 (see tables 9 and 10). This cause accounted for 413 disputes or 57 per cent of all disputes.

DIAGRAM 2. INDUSTRIAL DISPUTES IN PROGRESS DURING 1991 AND 1992: WORKING DAY LOST PER THOUSAND EMPLOYEES



Source: Table 3

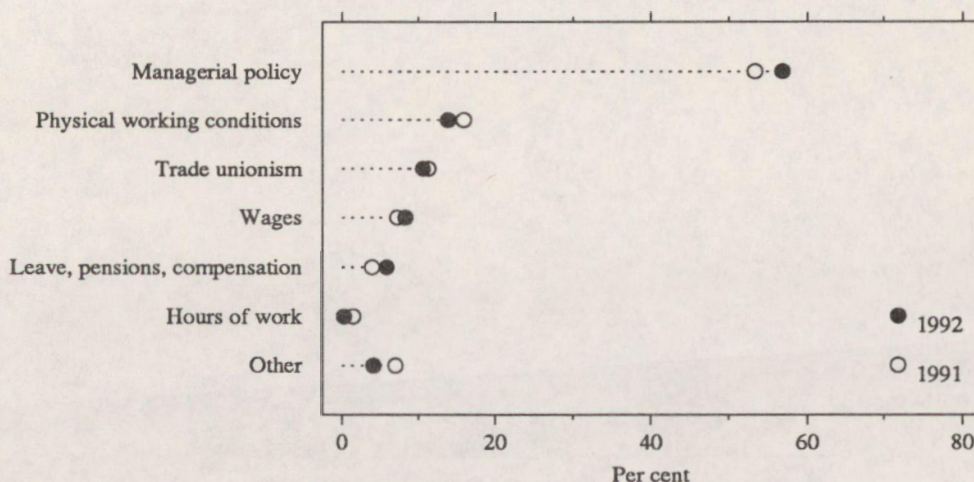
The other major cause of disputes which ended in 1992 was the "Other causes" category (see diagram 4). Disputes arising from causes in this category concern matters other than the employee-employer relationship, such as political strikes. This category had the highest number of employees involved, (661,900 or 76 %) and the highest number of working days lost, (606,100 or 64 %). Two large general strikes in 1992 classified to this category accounted for approximately 579,000 working days lost. Working days lost in this category have been rising since 1987 when 18,100 days were lost.

Duration of dispute

Disputes lasting up to and including 1 day accounted for 58 per cent of all disputes in 1992 (see diagram 5). Disputes in this category also accounted for the largest number of employees involved, 773,900 or 88 per cent, and the largest number of working days lost, 674,400 or 71 per cent of all time lost.

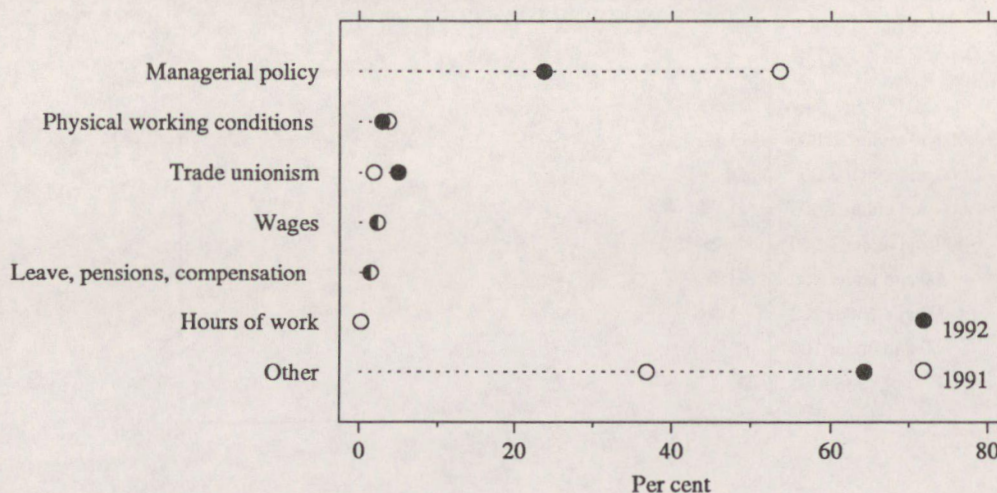
Disputes lasting 5 days or more continued to decline. Disputes in this category have declined from 43 per cent of working days lost in 1987 to 10 per cent in 1992.

**DIAGRAM 3. INDUSTRIAL DISPUTES ENDING DURING 1991 AND 1992:
DISTRIBUTION OF NUMBER OF DISPUTES BY CAUSE OF DISPUTE**



Source: Table 9

**DIAGRAM 4. INDUSTRIAL DISPUTES ENDED DURING 1991 AND 1992:
DISTRIBUTION OF WORKING DAYS LOST BY CAUSE OF DISPUTE**



Source: Table 8

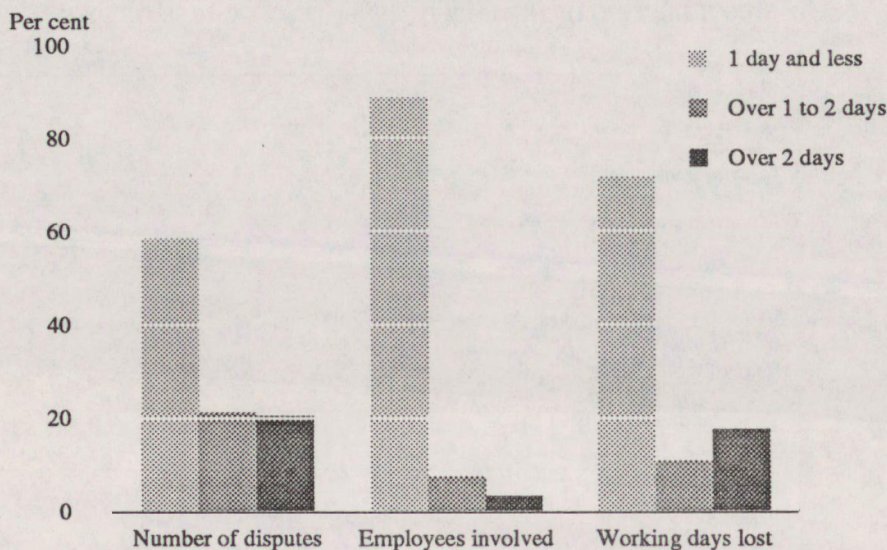
Method of settlement

Over half, (489 or 67 %) of all disputes that ended in 1992 were settled by "Resumption without negotiation" (see tables 14 to 16). This category also reported the largest number of employees involved (819,500), which is 94 per cent of all employees involved, and the highest number of working days lost (783,500). Of the 726 disputes ending in 1992, 114 were settled by negotiation.

Employees involved

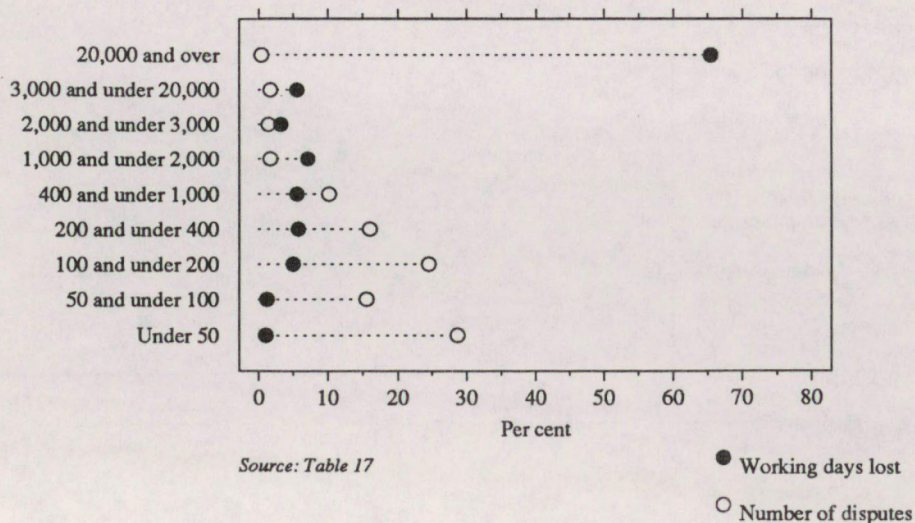
Of the disputes ending during 1992, the greatest number (208) involved fewer than 50 employees (see diagram 6 and table 17). These disputes accounted for only 1 per cent of total working days lost. There were 3 large disputes involving 20,000 or more employees and these disputes accounted for 619,000 working days lost or 66 per cent of total working days lost.

**DIAGRAM 5. INDUSTRIAL DISPUTES ENDING DURING 1992:
DURATION OF DISPUTE**



Source: Table 12

**DIAGRAM 6. INDUSTRIAL DISPUTES ENDED DURING 1992:
DISTRIBUTION OF EMPLOYEES INVOLVED BY NUMBER OF DISPUTES
AND WORKING DAYS LOST**



Source: Table 17

PART A: INDUSTRIAL DISPUTES IN PROGRESS DURING THE YEAR

TABLE 1. INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1982 TO 1992, AUSTRALIA

Period	Number of disputes(a)		Employees involved ('000)						Working days lost per thousand employees(d)	
			Directly		Indirectly		Total			
	Commenced during period	Total(b)	Newly involved(c)	Total(b)	Newly involved(c)	Total(b)	Newly involved(c)	Total(b)		Working days lost ('000)
1982	2,045	2,060	654.2	680.6	24.2	25.5	678.4	706.1	1,980.4	358
1983	1,779	1,787	427.4	444.9	25.4	25.4	452.8	470.2	1,641.4	249
1984	1,958	1,965	520.0	529.2	31.1	31.1	551.1	560.3	1,307.4	248
1985	1,876	1,895	524.5	542.3	28.2	28.2	552.7	570.5	1,256.2	228
1986	1,747	1,754	653.8	671.6	20.1	20.1	673.9	691.7	1,390.7	242
1987	1,512	1,517	574.9	590.3	18.5	18.5	593.4	608.8	1,311.9	223
1988	1,502	1,508	883.6	884.1	10.3	10.3	893.9	894.4	1,641.4	269
1989	1,391	1,402	695.3	698.6	11.2	11.2	706.4	709.8	1,202.4	190
1990	1,189	1,193	721.9	725.9	4.0	4.0	725.9	729.9	1,376.5	217
1991 r	1,032	1,036	1,173.5	1,176.2	5.4	5.4	1,178.9	1,181.6	1,610.6	265
1992	726	728	867.6	867.8	3.8	3.8	871.3	871.5	941.2	158

(a) Prior to September 1991 disputes affecting more than one industry and/or State have been counted as separate disputes in each industry and State and in the Australian total. From that time such disputes, while still counted separately in each industry and/or State, are counted just once at the broader industry and Australia level. See paragraph 8 of the Explanatory Notes. (b) Refers to all disputes in progress during the period. (c) Comprises employees involved in disputes that commenced during the period and additional employees involved in disputes that continued from previous periods. (d) See paragraph 7 of the Explanatory Notes.

TABLE 2. INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1987 TO 1992 : BY INDUSTRY, AUSTRALIA
(Working days lost per thousand employees)(a)

Period	Manufacturing								
	Mining		Metal products, machinery and equipment	Other	Const- ruction	Transport and storage; Commun- ication	Community Services	Other industries(b)	All industries
	Coal	Other							
1987	8,920	1,072	479	305	743	217	75	67	223
1988	15,548	1,777	750	183	725	177	90	83	269
1989	5,505	642	473	283	374	160	176	65	190
1990	4,879	1,631	1,293	212	204	299	151	25	217
1991	4,507	735	1,820	296	428	237	150	63	265
1992	2,970	997	352	275	151	214	175	60	158

(a) See paragraph 7 of the Explanatory Notes. (b) Comprises Agriculture, forestry, fishing and hunting; Electricity, gas and water; Wholesale and retail trade; Finance, property and business services; Public administration and defence; and Recreation, personal and other services.

TABLE 3. INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1987 TO 1992 : STATES AND TERRITORIES, AUSTRALIA
(Working days lost per thousand employees)(a)

Period	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
1987	366	172	87	91	213	177	110	143	223
1988	341	214	336	93	299	118	158	112	269
1989	269	199	102	67	187	64	111	77	190
1990	283	226	111	236	200	67	26	62	217
1991	528	128	114	112	223	28	51	18	265
1992	85	369	69	25	97	285	48	20	158

(a) See paragraph 7 of the Explanatory Notes.

TABLE 4. INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1987 TO 1992 : STATES AND TERRITORIES, AUSTRALIA

Period	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
NUMBER OF DISPUTES COMMENCING(a)									
1987	628	228	164	102	243	68	34	45	1,512
1988	675	188	209	86	221	54	40	29	1,502
1989	628	180	207	67	226	40	19	24	1,391
1990	548	161	179	53	190	26	13	19	1,189
1991	r438	r153	154	67	155	30	18	17	r1,032
1992	278	114	121	32	133	23	20	12	726
NUMBER OF DISPUTES IN PROGRESS(a)									
1987	629	230	164	102	245	68	34	45	1,517
1988	676	191	209	87	221	55	40	29	1,508
1989	632	182	209	68	228	40	19	24	1,402
1990	548	165	179	53	190	26	13	19	1,193
1991	r439	r155	154	67	156	30	18	17	r1,036
1992	279	114	121	32	134	23	20	12	728
EMPLOYEES NEWLY INVOLVED('000)(b)									
1987	337.0	85.1	51.9	41.4	41.9	19.2	7.5	9.4	593.4
1988	452.6	207.6	104.4	39.8	60.9	8.2	7.3	13.1	893.9
1989	380.6	174.1	45.3	37.4	54.0	4.2	2.1	8.8	706.4
1990	340.9	165.1	53.4	73.8	73.1	9.9	1.0	8.6	725.9
1991	866.1	r134.6	61.5	34.9	63.1	7.2	2.3	9.2	r1,178.9
1992	163.3	598.8	45.4	23.2	28.7	7.6	2.7	1.6	871.3
TOTAL EMPLOYEES INVOLVED('000)(c)									
1987	350.1	86.2	51.9	41.4	43.1	19.2	7.5	9.4	608.8
1988	452.8	207.7	104.4	39.9	60.9	8.3	7.3	13.1	894.4
1989	382.7	174.3	45.6	37.4	54.7	4.2	2.1	8.8	709.8
1990	340.9	169.1	53.4	73.8	73.1	9.9	1.0	8.6	729.9
1991	867.9	r135.5	61.5	34.9	63.1	7.2	2.3	9.2	r1,181.6
1992	163.5	598.8	45.4	23.2	28.8	7.6	2.7	1.6	871.5
EMPLOYEES DIRECTLY INVOLVED('000)(c)									
1987	345.4	78.5	50.8	40.0	40.4	18.4	7.4	9.4	590.3
1988	448.9	203.7	103.5	39.5	60.1	8.1	7.3	13.1	884.1
1989	380.5	169.8	43.6	36.7	52.9	4.2	2.1	8.8	698.6
1990	340.1	168.0	53.0	73.0	72.3	9.9	1.0	8.6	725.9
1991	866.5	r133.6	60.5	34.6	62.4	7.1	2.3	9.2	r1,176.2
1992	163.4	595.4	45.3	23.2	28.6	7.6	2.7	1.6	867.8
EMPLOYEES INDIRECTLY INVOLVED('000)(c)									
1987	4.7	7.7	1.1	1.4	2.8	0.8	—	—	18.5
1988	3.9	4.0	1.0	0.4	0.8	0.2	—	—	10.3
1989	2.2	4.4	2.0	0.8	1.8	0.1	—	—	11.2
1990	0.8	1.1	0.4	0.8	0.8	—	—	—	4.0
1991	1.3	1.9	1.0	0.3	0.7	0.1	—	—	5.4
1992	0.1	3.3	0.2	—	0.2	—	—	—	3.8
WORKING DAYS LOST('000)									
1987	744.8	281.4	73.7	44.6	115.3	28.0	6.5	17.5	1,311.9
1988	730.1	362.6	299.5	47.0	160.6	18.6	8.9	14.1	1,641.4
1989	589.6	348.4	100.5	35.0	102.1	10.2	6.9	9.6	1,202.4
1990	622.9	391.2	107.9	125.8	108.4	10.7	1.7	7.9	1,376.5
1991	1,106.3	r209.2	106.6	59.3	119.1	4.4	3.3	2.3	r1,610.6
1992	174.3	586.4	66.3	12.2	53.6	43.0	2.7	2.7	941.2

(a) Prior to September 1991 disputes affecting more than one industry and/or State have been counted as separate disputes in each industry and State and in the Australian total. From that time such disputes, while still counted separately in each industry and/or State, are counted just once at the broader industry and Australia level. See paragraph 8 of the Explanatory Notes. (b) Comprises employees involved in disputes which commenced during the period and additional employees involved in disputes which continued from previous periods. (c) Refers to all disputes in progress during the period.

TABLE 5. INDUSTRIAL DISPUTES IN PROGRESS DURING 1992 : BY INDUSTRY, STATES AND TERRITORIES, AUSTRALIA
(Working days lost per thousand employees)(a)

	Manufacturing								
	Mining		Metal products, machinery and equipment	Other	Const- ruction	Transport and storage; Communi- cation	Community Services	Other industries(b)	All industries
	Coal	Other							
NSW	3,601	—	348	58	119	66	105	8	85
Vic.	258	317	596	465	401	574	491	220	369
Qld	3,088	305	120	172	22	122	30	1	69
SA	—	322	137	15	48	102	3	3	25
WA	—	2,091	4	58	59	95	1	9	97
Tas.	—	—	213	2,212	24	14	91	12	285
NT	—	478	135	376	34	55	10	24	48
ACT	—	—	—	51	—	264	5	11	20
Australia	2,970	997	352	275	151	214	175	60	158

(a) See paragraph 7 of the Explanatory Notes. (b) Comprises Agriculture, forestry, fishing and hunting; Electricity, gas and water; Wholesale and retail trade; Finance, property and business services; Public administration and defence; and Recreation, personal and other services.

TABLE 6. INDUSTRIAL DISPUTES IN PROGRESS DURING 1992: BY INDUSTRY, AUSTRALIA

Industry	Total industrial disputes in progress (no.)(a)	Employees involved (directly and indirectly) ('000)(b)	Working days lost ('000)
Agriculture, forestry, fishing and hunting	n.p.	9.4	5.9
Mining	266	80.8	127.6
Ferrous metal ores	74	15.8	35.6
Coal	170	57.2	76.8
Other	25	7.8	15.2
Manufacturing	171	225.9	276.1
Food, beverages and tobacco	29	33.2	42.3
Textiles, clothing and footwear	6	11.5	11.1
Wood, wood products and furniture	4	7.1	7.7
Paper, paper products, printing and publishing	11	18.2	52.2
Chemical, petroleum and coal products	15	10.3	14.0
Metal products, machinery and equipment	108	122.6	121.4
Other manufacturing	11	22.9	27.3
Electricity, gas and water	38	17.2	26.8
Construction	36	52.8	38.4
Wholesale and retail trade	13	32.6	33.1
Transport and storage	101	70.2	73.1
Road transport	22	20.1	20.5
Rail transport	23	30.4	32.5
Water transport	7	0.4	0.4
Air transport	19	3.7	2.2
Other transport and storage	5	2.6	2.5
Services to transport	37	13.0	15.0
Stevedoring	17	7.2	6.9
Other services to transport	22	5.9	8.1
Communication	26	20.8	9.3
Finance, property and business services	4	36.9	36.2
Public administration and defence	21	53.7	48.6
Community services	49	242.8	238.9
Recreation, personal and other services	24	28.5	27.2
Total	728	871.5	941.2

(a) Prior to September 1991 disputes affecting more than one industry and/or State have been counted as separate disputes in each industry and State and in the Australian total. From that time such disputes, while still counted separately in each industry and/or State, are counted just once at the broader industry and Australia level. See paragraph 8 of the Explanatory Notes. (b) Refers to all disputes in progress during the period.

Note : State by industry information is available on request.

TABLE 7. INDUSTRIAL DISPUTES IN PROGRESS DURING 1992 : BY INDUSTRY, STATES AND TERRITORIES, AUSTRALIA

Industry	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY) ('000) (a)									
Agriculture, forestry, fishing and hunting	0.7	8.7	—	—	—	—	—	—	9.4
Mining	37.4	3.2	21.4	0.8	17.8	—	0.2	—	80.8
Ferrous metal ores	—	—	1.3	—	14.5	—	—	—	15.8
Coal	37.4	0.5	19.3	—	—	—	—	—	57.2
Other	—	2.6	0.8	0.8	3.3	—	0.2	—	7.8
Manufacturing	49.4	149.9	8.8	13.7	0.8	2.9	0.3	0.1	225.9
Food, beverages and tobacco	—	26.7	5.4	0.4	0.3	0.1	0.1	—	33.2
Textiles, clothing and footwear	—	11.4	—	—	—	—	—	—	11.5
Wood, wood products and furniture	0.1	7.0	—	—	—	0.1	—	—	7.1
Paper, paper products, printing and publishing	1.4	15.1	0.2	—	0.1	1.4	—	0.1	18.2
Chemical, petroleum and coal products	—	9.9	0.1	0.1	0.3	—	—	—	10.3
Metal products, machinery and equipment	39.9	65.6	2.5	13.1	0.1	1.2	0.2	—	122.6
Other manufacturing	8.0	14.3	0.6	—	—	—	—	—	22.9
Electricity, gas and water	1.0	11.8	—	1.5	2.2	0.4	0.3	—	17.2
Construction	18.2	30.5	0.7	1.4	1.8	0.2	—	—	52.8
Wholesale and retail trade	0.4	31.8	0.2	0.1	—	—	0.1	—	32.6
Transport and storage	9.7	43.9	8.4	3.0	4.2	0.1	0.1	0.9	70.2
Road transport	0.6	16.0	—	0.5	2.0	—	—	0.9	20.1
Rail transport	4.6	17.3	5.8	2.1	0.7	—	—	—	30.4
Water transport	0.3	0.1	—	—	0.1	—	—	—	0.4
Air transport	1.3	1.3	0.8	0.1	0.2	—	—	—	3.7
Other transport and storage	—	2.4	—	—	0.2	—	—	—	2.6
Services to transport	3.0	6.8	1.8	0.3	1.2	—	—	—	13.0
Stevedoring	2.0	3.2	1.5	0.2	0.4	—	—	—	7.2
Other services to transport	1.0	3.7	0.3	0.1	0.8	—	—	—	5.9
Communication	4.2	13.0	1.3	0.8	1.2	0.2	0.1	—	20.8
Finance, property and business services	—	36.8	—	—	—	—	—	0.1	36.9
Public administration and defence	3.9	48.3	—	—	0.1	—	1.0	0.4	53.7
Community services	37.8	193.7	4.5	2.0	0.4	3.8	0.5	0.1	242.8
Recreation, personal and other services	0.9	27.2	0.1	—	0.2	0.1	—	—	28.5
Total	163.5	598.8	45.4	23.2	28.8	7.6	2.7	1.6	871.5
WORKING DAYS LOST ('000)									
Agriculture, forestry, fishing and hunting	0.4	5.5	—	—	—	—	—	—	5.9
Mining	48.4	2.0	31.4	0.8	44.1	—	0.9	—	127.6
Ferrous metal ores	—	—	1.6	—	34.0	—	—	—	35.6
Coal	48.4	0.5	27.9	—	—	—	—	—	76.8
Other	—	1.5	1.9	0.8	10.1	—	0.9	—	15.2
Manufacturing	53.1	155.9	19.2	6.4	2.3	38.4	0.6	0.2	276.1
Food, beverages and tobacco	—	26.2	13.8	0.6	1.2	0.1	0.5	—	42.3
Textiles, clothing and footwear	—	11.0	—	—	—	0.1	—	—	11.1
Wood, wood products and furniture	0.5	6.8	—	—	—	0.4	—	—	7.7
Paper, paper products, printing and publishing	1.9	13.2	0.2	—	0.1	36.7	—	0.2	52.2
Chemical, petroleum and coal products	—	12.9	0.1	0.1	1.0	—	—	—	14.0
Metal products, machinery and equipment	42.6	67.2	4.7	5.6	0.1	1.1	0.1	—	121.4
Other manufacturing	8.0	18.8	0.4	—	—	0.1	—	—	27.3
Electricity, gas and water	1.4	22.2	—	0.5	1.6	0.8	0.2	—	26.8
Construction	10.5	24.3	1.0	0.8	1.7	0.2	0.2	—	38.4
Wholesale and retail trade	0.8	31.6	0.3	0.2	—	—	0.2	—	33.1
Transport and storage	7.9	50.0	7.8	2.9	2.8	0.1	0.1	1.4	73.1
Road transport	0.4	17.5	—	0.6	0.5	—	0.1	1.4	20.5
Rail transport	3.0	21.7	4.8	1.8	1.1	—	—	—	32.5
Water transport	0.3	0.1	—	—	—	—	—	—	0.4
Air transport	0.5	0.8	0.8	—	0.1	—	—	—	2.2
Other transport and storage	—	2.3	—	—	0.1	—	—	—	2.5
Services to transport	3.8	7.6	2.2	0.5	0.9	—	0.1	—	15.0
Stevedoring	2.0	3.1	1.4	0.2	0.2	—	—	—	6.9
Other services to transport	1.8	4.5	0.8	0.3	0.7	—	0.1	—	8.1
Communication	1.2	7.3	0.3	0.2	0.3	—	—	—	9.3
Finance, property and business services	—	35.6	—	—	—	—	—	0.5	36.2
Public administration and defence	2.4	45.3	—	—	0.1	—	0.3	0.4	48.6
Community services	44.6	183.7	6.2	0.4	0.1	3.5	0.2	0.2	238.9
Recreation, personal and other services	3.6	23.0	—	—	0.6	—	—	—	27.2
Total	174.3	586.4	66.3	12.2	53.6	43.0	2.7	2.7	941.2

(a) Refers to all disputes in progress during the period.

PART B: INDUSTRIAL DISPUTES WHICH ENDED DURING THE YEAR

TABLE 8. INDUSTRIAL DISPUTES ENDING DURING EACH YEAR 1987 TO 1992 : CAUSE OF DISPUTE, AUSTRALIA

<i>Cause of dispute</i>	1987	1988	1989	1990	1991	1992
WORKING DAYS LOST('000)						
Wages	519.7	507.9	169.6	154.5	37.8	23.2
Hours of Work	20.3	31.5	5.6	4.3	3.9	0.3
Leave, pensions, compensation	195.0	50.0	r145.8	20.5	22.6	15.0
Managerial policy	330.9	897.6	r639.3	1,060.3	r869.4	224.0
Physical working conditions	88.7	158.1	61.9	99.3	60.8	27.2
Trade unionism	36.8	34.0	73.3	52.4	31.2	47.2
Other(a)	18.1	34.6	124.2	29.0	597.4	606.1
Total	1,209.5	1,713.7	r1,219.8	1,420.3	r1,623.1	943.0
WORKING DAYS LOST(Per cent)						
Wages	43.0	29.6	r13.9	10.9	2.3	2.5
Hours of Work	1.7	1.8	0.5	0.3	0.2	—
Leave, pensions, compensation	16.1	2.9	r12.0	1.4	1.4	1.6
Managerial policy	27.4	52.4	r52.4	74.7	53.6	23.7
Physical working conditions	7.3	9.2	r5.1	7.0	3.7	2.9
Trade unionism	3.0	2.0	r6.0	3.7	1.9	5.0
Other(a)	1.5	2.0	r10.2	2.0	36.8	64.3
Total	100.0	100.0	100.0	100.0	100.0	100.0

(a) Includes disputes not elsewhere categorised.

TABLE 9. INDUSTRIAL DISPUTES ENDING DURING 1992 : CAUSE OF DISPUTE BY INDUSTRY, AUSTRALIA

Cause of dispute	Manufacturing				Transport and storage; communication	Community Services	Other industries(a)	All industries	
	Mining		Metal products, machinery and equipment	Other					
	Coal	Other							
NUMBER OF DISPUTES(b)									
Wages	6	8	4	8	4	11	5	14	60
Hours of Work	n.p.	—	—	n.p.	—	—	—	—	n.p.
Leave, pensions, compensation	3	3	4	7	3	7	3	13	43
Managerial policy	88	51	61	37	12	86	29	49	413
Physical working conditions	36	9	18	8	7	13	7	3	101
Trade unionism	28	23	10	—	4	5	—	7	77
Other(c)	n.p.	3	12	n.p.	6	3	4	6	n.p.
Total	169	97	109	66	36	125	48	92	726
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY)(‘000)									
Wages	0.6	1.8	0.6	2.1	0.5	2.4	0.7	4.4	13.0
Hours of Work	0.2	—	—	—	—	—	—	—	0.2
Leave, pensions, compensation	0.3	0.1	0.2	1.1	0.6	2.1	0.2	1.7	6.4
Managerial policy	22.4	8.3	13.4	10.4	1.5	28.6	45.9	16.4	146.8
Physical working conditions	6.5	1.5	3.0	1.9	1.0	1.5	0.7	0.4	16.5
Trade unionism	10.9	5.1	1.4	—	0.6	8.1	—	1.3	27.4
Other(c)	16.0	7.0	105.0	87.8	48.6	48.3	195.2	154.1	661.9
Total	57.0	23.8	123.6	103.3	52.8	91.0	242.7	178.2	872.3
WORKING DAYS LOST(‘000)									
Wages	0.9	7.2	2.0	5.6	1.0	2.8	2.1	1.7	23.2
Hours of Work	0.2	—	—	0.1	—	—	—	—	0.3
Leave, pensions, compensation	0.5	0.2	1.4	3.2	0.5	2.1	2.7	4.5	15.0
Managerial policy	35.2	18.5	8.8	57.6	2.0	20.6	51.4	29.9	224.0
Physical working conditions	9.6	2.6	4.6	6.5	0.9	1.1	1.2	0.8	27.2
Trade unionism	14.0	17.7	1.8	—	0.5	13.0	—	0.3	47.2
Other(c)	16.3	6.1	103.4	81.6	33.6	42.8	181.6	140.8	606.1
Total	76.6	52.2	121.9	154.6	38.4	82.4	238.9	178.0	943.0

(a) Comprises Agriculture, forestry, fishing and hunting; Electricity, gas and water; Wholesale and retail trade; Finance, property and business services; Public administration and defence; and Recreation, personal and other services. (b) Prior to September 1991 disputes affecting more than one industry and/or State have been counted as separate disputes in each industry and State and in the Australia total. From that time such disputes, while still counted separately in each industry and/or State, are counted just once at the broader industry and Australian level. See paragraph 8 of the Explanatory Notes. (c) Includes disputes not elsewhere categorised.

TABLE 10. INDUSTRIAL DISPUTES ENDING DURING 1992 : CAUSE OF DISPUTE BY STATES AND TERRITORIES, AUSTRALIA

<i>Cause of dispute</i>	<i>NSW</i>	<i>Vic.</i>	<i>Qld</i>	<i>SA</i>	<i>WA</i>	<i>Tas.</i>	<i>NT</i>	<i>ACT</i>	<i>Australia</i>
NUMBER OF DISPUTES(a)									
Wages	16	21	6	n.p.	12	—	n.p.	n.p.	60
Hours of Work	n.p.	—	—	—	—	n.p.	—	—	n.p.
Leave, pensions, compensation	14	12	4	n.p.	8	n.p.	n.p.	n.p.	43
Managerial policy	155	60	74	24	65	11	15	9	413
Physical working conditions	51	5	23	n.p.	18	n.p.	—	—	101
Trade unionism	32	n.p.	11	—	27	n.p.	—	—	77
Other(b)	n.p.	n.p.	3	5	3	4	n.p.	n.p.	n.p.
Total	278	114	121	32	133	23	20	12	726

	EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY)(^{'000})								
Wages	3.4	5.7	0.8	0.2	2.1	—	0.2	0.6	13.0
Hours of Work	0.2	—	—	—	—	—	—	—	0.2
Leave, pensions, compensation	2.4	1.8	0.8	0.1	1.1	0.2	—	—	6.4
Managerial policy	68.1	23.5	27.0	12.5	10.8	2.0	2.3	0.7	146.8
Physical working conditions	8.6	0.5	4.6	—	2.5	0.3	—	—	16.5
Trade unionism	13.0	6.9	1.8	—	5.4	0.3	—	—	27.4
Other(b)	68.3	560.3	10.5	10.5	7.1	4.8	0.2	0.3	661.9
Total	164.1	598.8	45.4	23.2	29.0	7.6	2.7	1.6	872.3

	WORKING DAYS LOST('000)								
Wages	3.7	8.7	1.2	0.3	7.3	—	0.7	1.3	23.2
Hours of Work	0.2	—	—	—	—	0.1	—	—	0.3
Leave, pensions, compensation	5.9	4.7	1.6	0.3	2.0	0.4	—	—	15.0
Managerial policy	79.0	41.5	39.1	5.0	18.3	37.8	1.9	1.3	224.0
Physical working conditions	11.1	0.7	11.1	—	4.1	0.2	—	—	27.2
Trade unionism	14.1	12.0	3.3	—	17.7	0.1	—	—	47.2
Other(b)	60.6	518.8	10.0	6.5	5.6	4.4	0.1	0.1	606.1
Total	174.7	586.4	66.3	12.2	55.0	43.0	2.7	2.7	943.0

(a) Prior to September 1991 disputes affecting more than one industry and/or State have been counted as separate disputes in each industry and State and in the Australia total. From that time such disputes, while still counted separately in each industry and/or State, are counted just once at the broader industry and Australian level. See paragraph 8 of the Explanatory Notes. (b) Includes disputes not elsewhere categorised.

TABLE 11. INDUSTRIAL DISPUTES ENDING DURING EACH YEAR 1987 TO 1992 : DURATION OF DISPUTE, AUSTRALIA

<i>Duration of dispute</i>	<i>1987</i>	<i>1988</i>	<i>1989</i>	<i>1990</i>	<i>1991</i>	<i>1992</i>
WORKING DAYS LOST('000)						
Up to and including 1 day	r226.2	r516.3	r236.2	r168.2	r182.5	674.4
Over 1 and up to and including 2 days	r187.3	r282.8	r361.9	r316.8	r835.1	102.4
Over 2 and less than 5 days	r277.4	r191.8	r191.3	r655.1	r463.4	73.7
5 and less than 10 days	261.5	547.5	r138.3	93.8	53.7	30.9
10 and less than 20 days	116.3	132.7	182.8	72.4	65.5	16.7
20 days and over	140.7	42.7	109.3	114.0	22.9	44.9
Total	1,209.5	1,713.7	r1,219.8	1,420.3	r1,623.1	943.0

	WORKING DAYS LOST(Per cent)					
Up to and including 1 day	r18.7	r30.1	r19.4	r11.8	r11.2	71.5
Over 1 and up to and including 2 days	r15.5	r16.5	r29.7	r22.3	r51.4	10.9
Over 2 and less than 5 days	r22.9	r11.2	r15.7	r46.1	28.5	7.8
5 and less than 10 days	21.6	31.9	r11.3	6.6	3.3	3.3
10 and less than 20 days	9.6	7.7	r15.0	5.1	4.0	1.8
20 days and over	11.6	2.5	r9.0	8.0	1.4	4.8
Total	100.0	100.0	100.0	100.0	100.0	100.0

TABLE 12. INDUSTRIAL DISPUTES ENDING DURING 1992 : DURATION OF DISPUTE BY INDUSTRY, AUSTRALIA

Duration of dispute	Manufacturing				Construc- tion	Transport and storage; communi- cation	Community Services	Other indus- tries(a)	All industries
	Mining		Metal products, machinery and equipment	Other					
	Coal	Other							
NUMBER OF DISPUTES(b)									
Up to and including 1 day	99	49	73	21	19	88	34	56	424
Over 1 and up to and including 2 days	54	24	14	19	6	16	6	15	153
Over 2 and less than 5 days	n.p.	16	15	17	n.p.	n.p.	n.p.	16	110
5 and less than 10 days	—	n.p.	n.p.	5	n.p.	n.p.	4	n.p.	25
10 and less than 20 days	—	n.p.	—	n.p.	—	—	n.p.	n.p.	9
20 days and over	n.p.	—	n.p.	n.p.	—	—	n.p.	n.p.	5
Total	169	97	109	66	36	125	48	92	726
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY)(^{'000})									
Up to and including 1 day	39.3	13.2	62.0	93.4	50.7	79.8	209.4	169.2	773.9
Over 1 and up to and including 2 days	15.0	4.3	58.0	3.6	1.7	8.1	32.2	2.1	68.1
Over 2 and less than 5 days	2.6	3.3	2.9	3.8	0.2	3.1	0.5	6.7	23.2
5 and less than 10 days	—	2.4	0.7	1.0	—	—	0.3	—	4.3
10 and less than 20 days	—	0.6	—	0.3	—	—	0.1	0.1	1.2
20 days and over	0.2	—	—	1.2	—	—	—	0.1	1.6
Total	57.0	23.8	123.6	103.3	52.8	91.0	242.7	178.2	872.3
WORKING DAYS LOST(^{'000})									
Up to and including 1 day	38.5	10.3	48.3	86.3	34.9	59.1	189.9	147.7	674.4
Over 1 and up to and including 2 days	26.1	6.4	61.4	5.3	2.5	14.8	42.4	3.1	102.4
Over 2 and less than 5 days	7.5	10.4	7.6	14.0	0.8	8.4	2.0	23.0	73.7
5 and less than 10 days	—	17.6	4.0	7.0	0.2	—	2.0	0.2	30.9
10 and less than 20 days	—	7.6	—	5.5	—	—	2.0	1.5	16.7
20 days and over	4.5	—	0.6	36.6	—	—	0.6	2.5	44.9
Total	76.6	52.2	121.9	154.6	38.4	82.4	238.9	178.0	943.0

(a) Comprises Agriculture, forestry, fishing and hunting; Electricity, gas and water; Wholesale and retail trade; Finance, property and business services; Public administration and defence; and Recreation, personal and other services. (b) Prior to September 1991 disputes affecting more than one industry and/or State have been counted as separate disputes in each industry and State and in the Australia total. From that time such disputes, while still counted separately in each industry and/or State, are counted just once at the broader industry and Australian level. See paragraph 8 of the Explanatory Notes.

TABLE 13. INDUSTRIAL DISPUTES ENDING DURING 1992 : DURATION OF DISPUTE BY STATES AND TERRITORIES, AUSTRALIA

Duration of dispute	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
NUMBER OF DISPUTES(a)									
Up to and including 1 day	187	64	56	22	75	14	8	5	424
Over 1 and up to and including 2 days	57	18	38	6	26	n.p.	3	n.p.	153
Over 2 and less than 5 days	24	25	21	n.p.	25	4	6	n.p.	110
5 and less than 10 days	5	n.p.	6	n.p.	n.p.	—	3	n.p.	25
10 and less than 20 days	n.p.	n.p.	—	—	n.p.	—	—	n.p.	9
20 days and over	n.p.	n.p.	—	—	—	n.p.	—	—	5
Total	278	114	121	32	133	23	20	12	726
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY)(^{'000})									
Up to and including 1 day	116.9	580.9	27.5	21.2	18.9	5.6	2.1	0.7	773.9
Over 1 and up to and including 2 days	42.5	7.8	12.4	1.8	3.3	0.2	0.2	—	68.1
Over 2 and less than 5 days	3.7	9.5	4.5	0.1	3.7	0.5	0.4	0.8	23.2
5 and less than 10 days	0.6	0.1	1.0	0.1	2.4	—	0.1	—	4.3
10 and less than 20 days	0.1	0.5	—	—	0.6	—	—	—	1.2
20 days and over	0.3	—	—	—	—	1.2	—	—	1.6
Total	164.1	598.8	45.4	23.2	29.0	7.6	2.7	1.6	872.3
WORKING DAYS LOST(^{'000})									
Up to and including 1 day	94.3	530.4	23.1	8.6	12.2	4.8	0.6	0.3	674.4
Over 1 and up to and including 2 days	58.0	14.6	21.3	2.6	5.4	0.3	0.2	—	102.4
Over 2 and less than 5 days	9.7	32.7	14.7	0.3	12.0	1.4	1.2	1.8	73.7
5 and less than 10 days	4.0	0.5	7.2	0.7	17.8	—	0.6	—	30.9
10 and less than 20 days	1.0	7.5	—	—	7.6	—	—	0.5	16.7
20 days and over	7.7	0.6	—	—	—	36.6	—	—	44.9
Total	174.7	586.4	66.3	12.2	55.0	43.0	2.7	2.7	943.0

(a) Prior to September 1991 disputes affecting more than one industry and/or State have been counted as separate disputes in each industry and State and in the Australia total. From that time such disputes, while still counted separately in each industry and/or State, are counted just once at the broader industry and Australian level. See paragraph 8 of the Explanatory Notes.

TABLE 14. INDUSTRIAL DISPUTES ENDING DURING EACH YEAR 1987 TO 1992 : METHOD OF SETTLEMENT, AUSTRALIA

Method of settlement	1987	1988	1989	1990	1991	1992
WORKING DAYS LOST('000)						
Negotiation	211.4	176.1	185.6	213.5	161.2	107.3
State legislation	171.9	102.7	122.5	167.6	80.8	18.8
Federal and joint Federal-State legislation	297.2	788.2	249.7	374.5	548.5	27.9
Resumption without negotiation	509.2	598.4	652.4	660.9	825.6	783.5
Other methods(a)	19.8	48.3	9.5	3.9	6.9	5.5
Total	1,209.5	1,713.7	1,219.8	1,420.3	1,623.1	943.0
WORKING DAYS LOST(Per cent)						
Negotiation	17.5	10.3	15.2	15.0	9.9	11.4
State legislation	14.2	6.0	10.0	11.8	5.0	2.0
Federal and joint Federal-State legislation	24.6	46.0	20.5	26.4	33.8	3.0
Resumption without negotiation	42.1	34.9	53.5	46.5	50.9	83.1
Other methods(a)	1.6	2.8	0.8	0.3	0.4	0.6
Total	100.0	100.0	100.0	100.0	100.0	100.0

(a) Includes mediation, filling the places of workers on strike or locked out; closing establishments permanently; dismissal or resignation of employees.

TABLE 15. INDUSTRIAL DISPUTES ENDING DURING 1992 : METHOD OF SETTLEMENT BY INDUSTRY, AUSTRALIA

Method of settlement	Manufacturing								
	Mining		Metal products, machinery and equipment	Other	Construction	Transport and storage; communication	Community Services	Other industries(a)	All industries
	Coal	Other							
NUMBER OF DISPUTES(b)									
Negotiation	17	8	10	27	7	12	12	21	114
State legislation	3	n.p.	6	6	n.p.	n.p.	3	9	38
Federal and joint									
Federal-State legislation	12	n.p.	5	n.p.	n.p.	10	n.p.	19	72
Resumption without negotiation	137	81	88	15	22	97	28	37	489
Other methods(c)	—	n.p.	—	n.p.	—	n.p.	n.p.	6	13
Total	169	97	109	66	36	125	48	92	726
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY)(⁰⁰⁰)									
Negotiation	3.3	2.1	1.3	10.0	0.6	0.8	1.1	7.8	27.1
State legislation	0.6	1.1	0.5	1.1	0.4	0.9	0.6	1.6	6.8
Federal and joint									
Federal-State legislation	3.1	0.6	0.6	3.1	1.0	2.0	0.1	3.9	14.3
Resumption without negotiation	49.9	19.7	121.3	88.9	50.8	87.2	238.2	163.5	819.5
Other methods(c)	—	0.3	—	0.3	—	0.1	2.5	1.4	4.6
Total	57.0	23.8	123.6	103.3	52.8	91.0	242.7	178.2	872.3
WORKING DAYS LOST(⁰⁰⁰)									
Negotiation	9.7	8.2	4.1	59.6	0.9	1.0	2.7	21.1	107.3
State legislation	1.1	5.2	1.6	2.2	0.6	1.2	2.1	5.0	18.8
Federal and joint									
Federal-State legislation	6.0	1.7	1.2	9.3	1.2	3.8	0.2	4.5	27.9
Resumption without negotiation	59.8	36.9	115.0	82.7	35.7	76.2	230.7	146.4	783.5
Other methods(c)	—	0.3	—	0.8	—	0.2	3.2	1.0	5.5
Total	76.6	52.2	121.9	154.6	38.4	82.4	238.9	178.0	943.0

(a) Comprises Agriculture, forestry, fishing and hunting; Electricity, gas and water; Wholesale and retail trade; Finance, property and business services; Public administration and defence; and Recreation, personal and other services. (b) Prior to September 1991 disputes affecting more than one industry and/or State have been counted as separate disputes in each industry and State and in the Australia total. From that time such disputes, while still counted separately in each industry and/or State, are counted just once at the broader industry and Australian level. See paragraph 8 of the Explanatory Notes. (c) Includes mediation, filling the places of workers on strike or locked out; closing establishments permanently; dismissal or resignation of employees.

TABLE 16. INDUSTRIAL DISPUTES ENDING DURING 1992 : METHOD OF SETTLEMENT BY STATES AND TERRITORIES, AUSTRALIA

<i>Method of settlement</i>	<i>NSW</i>	<i>Vic.</i>	<i>Qld</i>	<i>SA</i>	<i>WA</i>	<i>Tas.</i>	<i>NT</i>	<i>ACT</i>	<i>Australia</i>
NUMBER OF DISPUTES(a)									
Negotiation	29	31	26	4	11	4	n.p.	n.p.	114
State legislation	n.p.	4	14	n.p.	7	3	n.p.	—	38
Federal and joint									
Federal-State legislation	23	20	n.p.	n.p.	n.p.	3	3	n.p.	72
Resumption without negotiation	219	51	67	23	111	13	7	5	489
Other methods(b)	n.p.	8	n.p.	—	n.p.	—	—	n.p.	13
Total	278	114	121	32	133	23	20	12	726
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY)(^{'000})									
Negotiation	3.8	11.0	7.2	0.5	2.4	1.7	0.5	—	27.1
State legislation	1.8	0.8	2.3	0.3	1.4	0.2	—	—	6.8
Federal and joint									
Federal-State legislation	3.7	3.1	4.6	0.4	0.4	0.3	1.1	0.7	14.3
Resumption without negotiation	154.4	582.2	29.1	21.9	24.6	5.5	1.1	0.7	819.5
Other methods(b)	0.4	1.7	2.3	—	0.2	—	—	0.1	4.6
Total	164.1	598.8	45.4	23.2	29.0	7.6	2.7	1.6	872.3
WORKING DAYS LOST(^{'000})									
Negotiation	9.8	35.7	14.0	0.6	7.9	37.4	1.4	0.5	107.3
State legislation	4.8	2.2	5.0	0.5	5.7	0.6	—	—	18.8
Federal and joint									
Federal-State legislation	6.4	4.4	12.5	0.7	1.7	0.2	0.5	1.5	27.9
Resumption without negotiation	153.6	541.1	33.3	10.3	39.1	4.9	0.7	0.5	783.5
Other methods(b)	0.1	3.0	1.6	—	0.6	—	—	0.2	5.5
Total	174.7	586.4	66.3	12.2	55.0	43.0	2.7	2.7	943.0

(a) Prior to September 1991 disputes affecting more than one industry and/or State have been counted as separate disputes in each industry and State and in the Australia total. From that time such disputes, while still counted separately in each industry and/or State, are counted just once at the broader industry and Australian level. See paragraph 8 of the Explanatory Notes. (b) Includes mediation, filling the places of workers on strike or locked out; closing establishments permanently; dismissal or resignation of employees.

TABLE 17. INDUSTRIAL DISPUTES ENDING DURING 1992 : DISTRIBUTION OF NUMBER OF EMPLOYEES INVOLVED AND WORKING DAYS LOST, AUSTRALIA

	Number of disputes(a)	Employees involved (directly and indirectly)		Working days lost	
		Number ('000)	Per cent	Number ('000)	Per cent
<i>Employees involved —</i>					
Under 50	208	5.4	0.6	10.7	1.1
50 and under 100	113	7.9	0.9	12.5	1.3
100 and under 200	178	24.4	2.8	47.4	5.0
200 and under 400	116	32.7	3.7	53.4	5.7
400 and under 1,000	74	44.6	5.1	51.6	5.5
1,000 and under 2,000	12	16.8	1.9	66.8	7.1
2,000 and under 3,000	10	23.4	2.7	30.0	3.2
3,000 and under 20,000	12	62.4	7.2	51.6	5.5
20,000 and over	3	654.6	75.0	619.0	65.6
Total	726	872.3	100.0	943.0	100.0
<i>Working days lost —</i>					
10 and under 100	336	25.5	2.9	13.2	1.4
100 and under 500	262	56.3	6.5	57.9	6.1
500 and under 1,000	64	37.1	4.3	43.5	4.6
1,000 and under 2,000	33	27.9	3.2	48.0	5.1
2,000 and under 5,000	20	37.8	4.3	62.6	6.6
5,000 and under 10,000	4	21.8	2.5	25.2	2.7
10,000 and over	7	665.9	76.3	692.7	73.5
Total	726	872.3	100.0	943.0	100.0

(a) Prior to September 1991 disputes affecting more than one industry and/or State have been counted as separate disputes in each industry and State and in the Australia total. From that time such disputes, while still counted separately in each industry and/or State, are counted just once at the broader industry and Australian level. See paragraph 8 of the Explanatory Notes.

APPENDIX A: EXPLANATORY NOTES

Introduction

This publication contains annual statistics of industrial disputes. Figures for the period have previously been published in less detail in *Industrial Disputes, Australia* (6321.0) issued monthly.

2. Two methods of presenting industrial disputes statistics are used in this publication. These are shown in:

PART A Disputes that *started* in or were in *progress* during a particular year, irrespective of whether the disputes ended during the year or continued into subsequent years. Statistics of employees involved and working days lost relate only to disputes in progress during the year concerned.

PART B Disputes which *ended* during the year. Statistics relate to all employees involved and working days lost during the course of disputes ending in the particular year, even if the disputes started in the previous year.

Coverage

3. The statistics in this publication relate only to disputes which involved stoppages of work of ten working days or more at the establishments where the stoppages occurred. Ten working days is equivalent to the amount of ordinary time worked by ten people in one day, regardless of the length of stoppage, for example, 3,000 workers on strike for 2 hours would be counted as 750 working days lost (assuming they work an 8 hour day).

4. The statistics of working days lost relate to the losses due to industrial disputes only (as defined in paragraph 2 of the Glossary). Effects on other establishments, such as stand downs because of lack of materials, disruption of transport services, power cuts, etc. are not included. Also, some employees involved in industrial disputes may obtain work at other establishments while a dispute is in progress. It is also possible that some or all of the total working days lost in any particular dispute may be made up through working longer hours or increasing the labour force at other establishments, or at the establishments involved in the dispute after work has resumed.

Sources

5. Reports of stoppages of work are obtained primarily from the Department of Industrial Relations, from trade journals, publications and newspapers. The statistics of industrial disputes are compiled mainly from data obtained from employers (both private and public sector), from trade unions and from reports of government authorities. Particulars of some stoppages eg. State or

Australia wide general strikes may have been estimated and the statistics therefore should be regarded as giving only a broad measure of the extent of industrial disputes as defined above.

Discontinuities

6. The statistics of industrial disputes from 1984 are compiled according to the Australian Standard Industrial Classification (ASIC), described in *Australian Standard Industrial Classification, 1983 Edition, Vol. 1* (1201.0). For the years 1982 and 1983 the statistics were compiled according to the 1978 edition of ASIC.

7. The basis for the calculation of working days lost per thousand employees was changed in January 1987 to include estimates of employees from the ABS Survey of Employment and Earnings. They are combined with estimates of the number of employees in Agriculture and in private households, obtained from the ABS Labour Force Survey. Estimates have been recalculated on this basis for each month back to June 1984 and are available on request. The estimates of numbers of employees prior to June 1984 were based entirely on Labour Force Survey data. The effect of the change is minimal at the 'all industries' level but is quite significant, in some cases, for individual industry groups.

8. The basis for the calculation of the number of disputes was changed in the November 1992 monthly publication (Catalogue No. 6321.0) and the series revised back to September 1991. Prior to September 1991, disputes affecting more than one industry and/or State have been counted as a separate dispute in each industry and State and in the Australian total. From September 1991 onwards, a dispute affecting more than one industry and/or State is counted once in each industry and/or State, but only once at the broader industry and Australia level. Hence the broader "totals" may be less than the sum of the components. The reason for the change was to align the method of counting the number of industrial disputes with International Labour Office guidelines. This change does not affect the estimates of employees involved or working days lost.

Reliability of estimates

9. Inaccuracies may occur because of imperfections in information provided by respondents or in processing by the ABS. Inaccuracies of this kind are referred to as *non-sampling errors*. Although considerable care is taken in questionnaire design; in the instructions given to respondents; and in editing the returns; these inaccuracies may occur in any enumeration, whether it be a full count or a sample.

Other ABS publications

10. Users may also wish to refer to the following publications:

Industrial Disputes, Australia (6321.0)—issued monthly

Trade Union Statistics, Australia (6323.0)—issued annually

Trade Union Members, Australia, August 1992 (6325.0)—issued biennially

Labour Statistics, Australia (6101.0)—issued annually

The Labour Force, Australia, Preliminary (6202.0)—issued monthly

The Labour Force, Australia (6203.0)—issued monthly

Employed Wage and Salary Earners, Australia (6248.0)—issued quarterly

Award Rates of Pay Indexes, Australia (6312.0)—issued monthly

Award Coverage, Australia, May 1990 (6315.0)—issued irregularly

Average Weekly Earnings, Australia, Preliminary (6301.0) and final publication *Average Weekly Earnings, States and Australia* (6302.0)—issued quarterly

Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)—issued annually.

Unpublished statistics

11. A range of unpublished data is also available on request. Considerable time series exist for most variables. Inquires regarding data availability and associated charges should be directed to Laura Smith on (06) 252 6561.

12. Current publications produced by the ABS are listed in the *Catalogue of Publications and Products, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

13. Where estimates have been rounded, discrepancies may occur between sums of the component items and totals.

Symbols and other usages

- nil or rounded to zero
- n.p. not available for publication but included in totals where applicable, unless otherwise indicated

APPENDIX B: GLOSSARY

Cause of dispute

The statistics of causes of industrial disputes relate to the reported main cause of the stoppage of work and not necessarily all causes that may have been responsible for the stoppage of work. For these reasons, the statistics do not reflect the relative importance of all causes of disputes as perceived by both employers and employees. The causes are classified from information supplied by employers and according to standards determined by the International Labour Organisation. The classification of causes is as follows:

Wages. Claims involving general principles relating to wages e.g. increase (decrease) in wages; variation in method of payment or combined claims relating to wages, hours or conditions of work in which the claim about wages is deemed to be the most important. Combined claims in which other claims are deemed to be the most important are included under the relevant cause. Disputes over award restructuring are included under managerial policy.

Hours of work. Claims involving general principles relating to hours of work e.g. decrease (increase) in hours; distribution of hours.

Leave, pensions, compensation. Claims involving general principles relating to holiday and leave provisions; pension and retirement provisions; workers' compensation provisions; insertion of penal clause provisions in awards.

Managerial policy. Disputes concerning the exercise of managerial control by employers e.g. terms and conditions of employment (other than disputes specifically about wages and hours); new awards; award restructuring; work practices; principles of promotion or deployment of staff including roster complaints and retrenchments; disciplinary matters including alleged victimization of union officials; employment of particular persons; disagreement with managerial decisions.

Physical working conditions. Disputes concerning physical working conditions and safety issues e.g. protective clothing and equipment; first aid services; uncomfortable working conditions; lack of, or the condition of, amenities; claims for assistance; shortage or poor distribution of equipment or material; condition of equipment; new production methods and equipment; arduous physical tasks.

Trade unionism. Disputes concerning employment of non-unionists, inter-union and intra-union disputes; sympathy stoppages in support of employees in another industry; recognition of union activities.

Other. Disputes concerning protests directed against persons or situations other than those relating to the employer/employee relationship e.g. political matters; fining and gaoling of persons; lack of work; lack of adequate transport; non-award public holidays; accidents and

attendance at funerals. Stoppages for which no reason is given are also included in this category.

Disputes

2. For these statistics, an *industrial dispute* is defined as a withdrawal from work by a group of employees, or a refusal by an employer or a number of employers to permit some or all of their employees to work, each withdrawal or refusal being made in order to enforce a demand, to resist a demand, or to express a grievance.

3. A dispute affecting several establishments is counted as a single dispute if it is organised or directed by one person or organisation; otherwise it is counted as a separate dispute at each establishment (in each State or Territory) and in each industry in which it occurred.

4. A dispute affecting more than one industry and/or State is counted once in each industry and State but only once at the broader industry and Australia level. Prior to September 1991 disputes covering more than once industry and/or State were counted differently (refer to paragraph 8 of the Explanatory Notes for details).

5. When there is a return to work between stoppages over the same issue, and the return to work is for less than two complete months, the stoppages are counted as a single dispute. When the return to work is for two or more months, the dispute is considered to have ended at the time of the return to work. Should a subsequent stoppage occur, it is counted as a new dispute.

6. Information is recorded concerning all industrial disputes where ten or more working days are lost (see paragraph 3 of the Explanatory Notes). Included in these statistics are the following types of industrial disputes:

- unauthorised stopwork meetings;
- unofficial strikes;
- sympathetic strikes (e.g. strikes in support of a group of workers already on strike);
- political or protest strikes;
- general strikes;
- work stoppages initiated by employers (e.g. lockouts); and
- rotating or revolving strikes (i.e. strikes which occur when workers at different locations take turns to stop work).

Excluded from these statistics are work-to-rules, go-slows, bans (e.g. overtime bans) and sit-ins. In addition, industrial disputes in which all employees involved resign are deemed to have been resolved. Statistics on those disputes will cease to be collected from the date of the employees' resignations.

Disputes in progress

7. Disputes in progress refers to all disputes occurring within a particular calendar year. These disputes may:

- start in the previous year and continue into the year being measured, or
- begin and end in the year being measured, or
- begin in the year being measured and continue into the next year.

Duration of dispute

8. The *duration* of a dispute is the average number of working days lost per employee involved in the dispute. The duration of the dispute is calculated by dividing the total number of working days lost in the dispute by the number of employees involved (both directly and indirectly).

Employees

9. *Employees* refers to wage and salary earners only. Excluded are persons who are self-employed (e.g. building sub-contractors, owner-drivers of trucks) and employers.

10. *Employees directly involved* are those who actually participated in the dispute in order to enforce or resist a demand or to express a grievance.

11. *Employees indirectly involved* are those who ceased work at the establishment where the stoppages occurred, but who are not themselves parties to the dispute. Employees who ceased work at establishments other than those where the stoppages occurred are excluded. See paragraph 4 of the Explanatory Notes.

12. *Total employees involved* for any period of time are obtained by adding together the number of employees involved in each dispute in the period. For any period of time the figures may include details of the same employees involved in more than one dispute. The longer the period of reference, the more chance there is of some double counting in the number of employees involved. Where there are varying numbers of employees involved during the progress of a dispute, the figures of employees involved relate to the largest number of individual employees involved on any one day. Generally, the *total* number of employees involved for each year will equal the sum of the total number of employees involved in the first month of a year plus the number of employees *newly* involved in subsequent months, as published monthly in *Industrial Disputes, Australia* (6321.0). Differences between monthly and annual totals can occur due to the temporary cessation of stoppages which resume in subsequent months. Employees re-involved in this type of dispute are not classified as employees *newly* involved in stoppages in the second period in which the dispute occurs.

Method of settlement

13. Statistics of the *method of settlement* of industrial disputes relate to the method as directly responsible for ending the stoppage of work as reported and not necessarily to the method (or methods) responsible for settling all matters in dispute. For these reasons, they do not reflect the relative importance of the work of various industrial tribunals operating under State and Federal legislation. The classification of method of settlement is as follows:

Negotiation. Private negotiation between the parties involved, or their representatives, without the intervention or assistance of authorities constituted under State or Federal industrial legislation.

State legislation. Intervention or assistance of an industrial authority or authorities created by or constituted under State conciliation and arbitration or wages board legislation, or reference to such authorities or compulsory or voluntary conference. Intervention, assistance or advice of State government officials or inspectors.

Federal and joint Federal-State legislation. Compulsory or voluntary conference or by intervention or assistance, of, or reference to, the industrial relation commissions created by or constituted under the Industrial Relations Act, Coal Industry Acts, Stevedoring Industry Act, and other acts such as the Navigation Act; Public Service Arbitration Act. Intervention, assistance or advice of Federal government officials or inspectors.

Resumption without negotiation. This category may include some disputes which are settled subject to subsequent negotiation of a formal nature, such as industrial court hearings. Stop-work meetings are included, and this category may also include disputes settled by 'resumption' as stated, but about which no further information is available.

Other methods. Mediation; filling places of employees on strike or locked out; closing establishments permanently; dismissal or resignation of employees.

Working days lost

14. *Working days lost* refers to working days lost by employees directly and indirectly involved in the dispute and figures are generally as reported by parties to the dispute. For some disputes working days lost are estimated on the basis of the number of employees involved and the duration of the dispute.

Working days lost per thousand employees

15. *Working days lost per thousand employees* are calculated for the 12 month period from working days lost and estimates of employees obtained from the ABS Survey of Employment and Earnings and the ABS Labour Force Survey. Refer to paragraph 7 of the Explanatory Notes for details of the way in which these measures are calculated and the change in the method of calculation from 1987.



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